



THE CIVILIAN

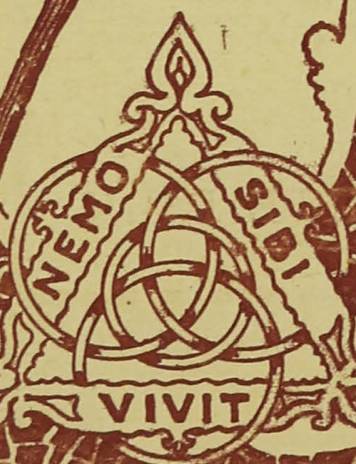
A FORTNIGHTLY JOURNAL
DEVOTED TO THE INTERESTS
OF THE
CIVIL SERVICE OF CANADA

FEATURES.

The Supplementaries.
Roll of Honour.
Praise for the Service.
The Women's Column.
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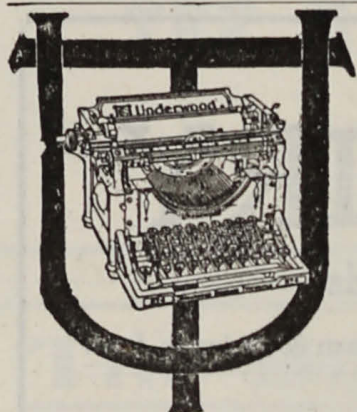
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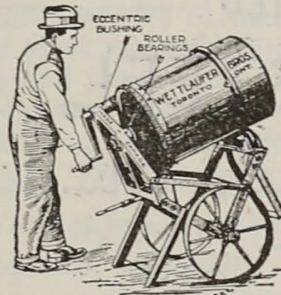
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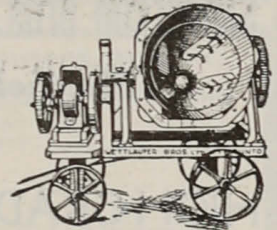
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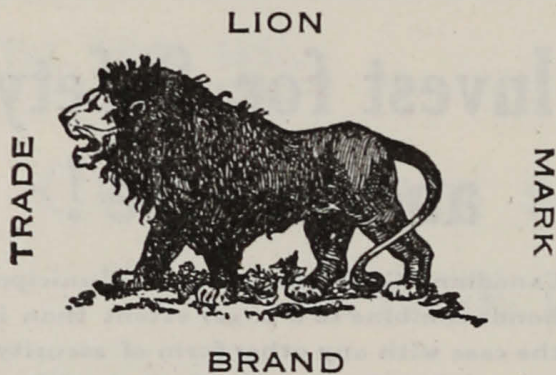


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THE CIVILIAN

VOL. X.

AUGUST 31, 1917.

No. 10

The Supplementaries

Supplementary Estimates were tabled in the House of Commons on August 17th. As anticipated, they include several items of great importance to the Civil Service,—Both Inside and Outside divisions. Until the plan of disbursement of the moneys asked for under various headings is explained in the House by Ministers of the several departments, it is impossible to say just what the proposed votes mean to individual civil servants.

A noteworthy feature in the Supplementaries is the provision, by some departments, of money for *promotions* from “3A” to “2B,” indicating that many clerks of the “old Third” are to be immediately promoted, as permitted by the Act of this session. In the Customs, ten such promotions are provided for; in Agriculture, one; in Railways and Canals, six; and in Post Office Dept., thirty-six.

An item of \$29,825 is “to pay each of the officers, clerks and employees in the Second Division, who obtained the ordinary annual increase during the present year on or subsequent to the first day of April, 1917, and previous to the coming into force of the Civil Service Amendment Act of 1917 an additional amount of \$50.” This provides for that “broad” interpretation of the intention of the Government in framing the Act, for which the Service is indebted to Sir Thomas White.

The sum of \$32,500 is also asked “to provide for any increase of salary under the Civil Service Amendment Act of 1917, not otherwise provided for therein.”

Under Customs estimates there is an item of \$300,000 for “salaries and contingent expenses” of ports, including overtime, the amount being in addition to the main estimates, already passed. There is also \$50,000 additional for salaries and expenses of inspectors of ports, etc.

Under “Excise” there is \$25,000 additional for salaries, also \$15,000 more for salaries under “Weights and Measures,” etc.

Under “Post Office, Outside Service,” there is a further provision of \$464,800 as “salaries, provisional allowance.”

Penitentiary officers having salaries less than \$1,000 get bonuses of \$100 each. \$26,500 is provided for this.

Immigration, Outside, salaries get \$20,000 more.

Dominion Parks, Outside, salaries also get \$20,000 more.

An innovation is the provision of \$34,600 “to provide for the appointment and payment of master mechanics, mechanics and chauffeurs to be employed in connection with the motor car service at city post offices, the master mechanics to be paid not less than \$4 nor more than \$5 per day, mechanics \$3 to \$4, and chauffeurs \$2.50 to \$3.50 per day.

Railway mail clerks, St. John division, who have done extra work on British mails, get \$173.83 extra pay.

Engineers, firemen and watchmen in the Ottawa public buildings get \$60,000 additional.

Explanation of these items,—particularly of the Post Office and Customs votes,—in the House is awaited with great anxiety by the Service.

CIVIL SERVICE CASUALTIES.

EDWARD P. GLEESON, formerly of the Militia Stores Department, is reported wounded. Private Gleeson, who enlisted with a local battery, was later transferred. A sister, M. Gleeson, is nursing in France.

LIEUT. FRANK P. STEERS, who is reported as slightly injured in recent list, is an Ottawa boy, and previous to enlisting was assistant to J. J. McCarthur, of the Geodetic Survey, Dominion Observatory.

FLIGHT LIEUT. S. H. SHORTT has been seriously wounded while flying in France and is in hospital with a fractured skull. He is an Ottawa man, a clerk in the Militia Department, and a well-known athlete. He went overseas as an artillery man, but transferred to the Flying Corps in England.

ALBERT E. EGELTON, reported to have been killed in action in May, was, in civil life, in the Money Order Branch, London. A popular, capable official, he enlisted in the 142nd, and was later transferred to another battalion.

JOHN J. LOWE, killed in action July 28th, was formerly a railway mail clerk, entering the service at Charlottetown, 1912, was later transferred to Saskatoon district. He enlisted in 1916 in a western battalion. The late Mr. Lowe was unmarried.

LIEUT. ALEX. M. O'BRIEN, formerly a railway mail clerk, Halifax district, was killed in action recently. Born in 1896, he entered the service in September, 1914, enlisted in October, 1915, and went overseas with an infantry battalion.

CAPT. ERNEST SMYTH BALL, killed in action on July 31st, belonged to the Welland Canal staff. He fought in South Africa and was an officer of the 2nd Dragoons. He went to England as captain in the 176th "Niagara Rangers," and transferred to the 7th Railway Battalion, revert-

ing to a lieutenancy. He leaves a widow, daughter, mother, sister and brother, the latter being Major J. C. Ball, D.S.O., of the Artillery, now holding rank as Brigade Major in France.

R. H. WALLACE, a Toronto postal clerk, has been wounded in the face, arm and side. He has been a year on the firing line and was in the taking of Vimy Ridge.

LIEUT. LAWRENCE CODE, of the Royal Naval Air Service, killed in an accident at Cranwell aviation camp, in England, was, before his entry into the military service, private secretary to the Minister of Finance. He went overseas in May. His widowed mother and two brothers survive.

WAR PERSONALS.

Lieut. W. G. Hazlett (Secretary of State's Department), who went overseas as sergeant in the 21st Battalion and won a commission and the Military Cross, is home on furlough.

Major W. S. Wood, just awarded the D.S.O., was formerly a civil servant.

Private John Bonfield, invalided home, was a government employee before his enlistment. He has two sons overseas.

SUCCESS.

He has achieved success who has lived well, laughed often, and loved much; who has gained the respect of intelligent men and the love of little children; who has filled his niche and accomplished his task; who has left the world better than he found it, whether by an improved poppy, a perfect poem, or a rescued soul; who has never lacked appreciation of Earth's beauty or failed to express it; who has always looked for the best in others and given the best he had; whose life was an inspiration; whose memory a benediction.

The Roll of Honour.

Volunteers from the Public Service of Canada for active military service.
Number of names previously published—3,675.

EIGHTIETH LIST.

J. L. Bourgault, Railway Commission, Ottawa, Civil Service Siege Battery.
Romeo Jean Chevrier, Inland Revenue, Ottawa, Royal Flying Corps.
Hugh MacL. Cameron, Militia and Defence, Ottawa, 72nd Battery, C.F.A.
James Charbonneau, Division Amm. Col.
C. R. Ainslie, Post Office, Winnipeg, 144th Battalion.
Sergt. W. Best, Post Office, Winnipeg, 42nd Battalion.
Sergt. H. L. Hartwell, Letter Carrier, Winnipeg, C.A.S.C.
E. O. Ironside, Letter Carrier, Winnipeg, 183rd Battalion.
J. R. Johnston, Letter Carrier, Winnipeg, 183rd Battalion.
T. McKee, Letter Carrier, Winnipeg, 183rd Battalion.
Allan Hugh Bowland, Railway Mail Clerk, North Bay District.
Hubert John Fortune, Post Office Dept., Ottawa.
Lloyd Garbutt, Letter Carrier, Owen Sound.
William Gibson, Post Office, Saskatoon, 249th Battalion.
Morgan Edgar Holden, Railway Mail Clerk, Halifax District.
William Jackson, Letter Carrier, Owen Sound.
James Kennedy Johnstone, Post Office, Dawson.
George Edgar Jordan, Letter Carrier, Owen Sound.
Wm. Geo. Harry Kelly, Letter Carrier, Ottawa.
James K. Monaghan, Post Office, Halifax.
Cyrus McKinnon, Post Office Dept., Ottawa.
Miss K. E. O'Leary, Post Office Dept., Ottawa, Nurse.
W. R. Salisbury, Ry. Mail Supt's Office, Calgary Engineers.
George H. Saunders, Post Office, Victoria.
John Seymour, Post Office, Calgary.
Wm. John Smyth, Post Office Dept., Ottawa.
(Additional list from the Dept. of Militia and Defence):
Capt. H. M. Suckling, Ottawa, 242nd Battalion.
A. Smith, Ottawa, 207th Battalion.
Lieut. T. H. Stegman, Ottawa, 20th Battalion.
Q.M. Sgt. G. A. T. Smithson, Ottawa, 109th Battalion.
Capt. C. P. Tolfree, Ottawa, Rly. Con. Corps.
F. Thatcher, Ottawa, 76th Battalion.
J. S. Watson, Ottawa.
E. J. Weatherley, Ottawa, 224th Battalion.
V. T. K. Wagner, Ottawa, 53rd Battery, C.F.A.
Capt. H. Williamson, Ottawa, 161st Battalion.
E. T. Wright, Ottawa, 242nd Battalion.
Lieut. P. H. Wright, Ottawa, 6th C.M.R.
H. C. Willson, Ottawa, 59th Battalion.
G. A. Jones, Ottawa, 72nd Battalion.
T. Holford, Ottawa, Highlanders, Montreal.
C. S. M. J. Fisher, Ottawa, 207th Battalion.
——— Hackett, Ottawa.
Sgt. J. H. Nolet, Ottawa, 230th Battalion.
J. Tourangeau, Ottawa, 77th Battalion.
Flt. Lieut. H. A. Urquhart, Ottawa, Royal Naval Air Service.
Capt. M. Yates, Ottawa, Naval Service.
Capt. R. H. Vickers, Ottawa, 3rd Div. Amm. Col.
A. L. Tinsdale, Ottawa.
G. Farmworth, Ottawa, 3rd Brigade, C.F.A.
M. Pearson, Ottawa, 207th Battalion.
U. E. Roberts, Kingston.
W. Stanley, Peterboro, 139th Battalion.
G. Stewart, Toronto.
Sergt. A. Mackie, Vancouver, C.A.S.C.

THE CIVILIAN

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and space, and will be furnished upon appli-
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THE CIVILIAN, P. O. Box 484, Ottawa.

Ottawa, August 31, 1917

THE NATIONAL DUTY.

The forces of militarist autocracy are still strong and unyielding, the issue of the struggle still hangs in the balance. In Europe the long-repressed democracy of Russia has not yet girded on its full strength. On this continent the mighty republic to the south is still occupied in that necessary preparation without which no peace-loving people can throw their full force into an armed conflict. Not yet have the allied nations succeeded in throwing their united strength into the supreme effort. That will come, but meantime, with the highly organized and desperate forces that are arrayed against us, it might be fatal if any nation should relax its endeavor, whether from loss of heart or in reliance upon the strength of others. The mightiest effort of each is needed to assure the triumph, without which all that is dear to us is lost, and the world's future shrouded in darkness and despair. Let us to-day in Canada close our ranks, nerve ourselves for another year of struggle, and with undaunted hearts consecrate our fullest powers to the cause for which already our best and bravest have striven and suffered and fallen.

—Sir Robert Borden.

OUR BOYS

Previously reported:

Dead	244
Wounded	326
Prisoners	18

DEAD

ALBET E. EGELTON.
JOHN J. LOWE.
LIEUT. ALEX. M. O'BRIEN.
LIEUT. LAWRENCE CODE.
CAPT. ERN. SMYTH BALL.

WOUNDED

FLT. LIEUT. S. H. SHORTT.
R. H. WALLACE.
EDWARD P. GLEESON.
LIEUT. FRANK P. STEERS.

A FEDERATION PROBLEM.

The income tax problem is essentially one for the Civil Service Federation to handle. The broad legal question to be decided is, "Have the provinces the right to tax, or to authorize their municipalities to tax, the salaries of employees of the Dominion Government?"

The provinces of Ontario and New Brunswick claim an exercise this right, and, as the matter stands now, their claim is upheld by the courts. Nevertheless, many able legal authorities hold contrary opinions. Mr. Justice Girouard of the Supreme Court of Canada is one of these, and Mr. Justice Riddell of the Supreme Court of Ontario wants a Privy Council decision on the question. The Supreme Court of New Brunswick once decided that the provinces did not have this right or power, and, in reversing its judgment after the Australian case, that court followed a questionable precedent, for the circumstances of the Australian case were dissimilar in important details from those of cases which arise in Canada.

SHUT UP

your magazine and examine the date on the label. It means something to you,—but it means more to the publishers, who have thousands of labels to look after, and

EVERY ONE COUNTS.

The province of Quebec, it is said, has never claimed this power of taxation. Regarding the situation in the Western provinces, Manitoba and Saskatchewan have no income taxes, as for Alberta, British Columbia, Nova Scotia and Prince Edward Island, *The Civilian* is not, at present, fully informed. However, the attitude of Quebec and the latter-named provinces is not important as affecting the present situation, for *if one province has the right, all have it*, and those that have never exercised it heretofore may decide to do so at any time. New sources of public revenue will be eagerly sought for during the next few years.

This is a Dominion-wide question—and, therefore, a Civil Service Federation question.

The civil servants in Ottawa are peculiarly situated, being protected, for the present, by an agreement between the Government and the city of Ottawa,—an agreement which, however, has only two years more to run and which the city solicitor has advised the council to not renew.

The Ottawa committee which has been working on the matter for some weeks is making good progress in getting things in shape for a definite statement to the Service at large. Every pro and con is being carefully weighed and all available information

properly compiled. The committee is composed of both Inside and Outside Service men. At present the position of the Inside Service men is one of fraternal sympathy with the Outside men from whom the municipalities are demanding tribute, but if need arises that sympathy will surely be of the very practical sort.

The Dominion organization of railway mail clerks will hold its annual convention in Ottawa on September 10th and following days. The income tax situation would be an eminently proper subject for discussion by these representatives from all the provinces of one of the “livest” classes of Canadian public servants.

LOOK INTO IT.

The report of the sub-committee on membership and representation will be one of the first subjects to be taken up for discussion when the Executive Committee of the Ottawa Association resumes full routine work for the autumn season. The report, which has been published in full in *The Civilian*, introduces some brand-new ideas,—ideas of a character to demand the serious consideration of the officers and representatives. From their novelty they invite the enthusiastic support of some members and the positive opposition of others. They must be considered purely on their merits, and, when once a decision is arrived at in regard to them, it must have the loyal support of all parties. Whatever is done must be done successfully.

Ever notice how all these special commissions fall back on the permanent Service for help. Of course it's the business of the Service to help them, but the humble civil servant rarely gets any public credit for the part he plays.

The label is on *The Civilian*, but the date is on *you*.

PRAISE FOR THE SERVICE.

Members of the Civil Service, reading the report of the debate in the House of Commons on Tuesday, 29th May, will be reminded of the story of the office boy who, when asked what salary he was earning, said he earned \$3,000 a year but that all he got was \$2 a week.

In Committee of Supply, when the estimates for the salaries of the staff of the Finance Department were under discussion, Mr. Pugsley objected to the sums proposed to be paid to some of the leading officials, on the ground that they were beyond what were provided for under the Civil Service Act, and therefore were likely to arouse dissatisfaction among other officials equally deserving but less fortunate. Sir Thomas White, Minister of Finance, defended his course with some warmth, and, to justify what he had done, gave a full and most interesting account of the heavy extra labors thrown upon his officials by the war. He informed the committee that because of the limitations imposed upon him in the fixing of salaries he had lost one of the most valuable of his officers, Mr. Henry T. Ross, who had left the public service to accept the more lucrative office of Secretary of the Canadian Bankers' Association. In the course of his remarks, Sir Thomas White said:

"I speak with some feeling in this matter, because I know personally that the efficiency of administration in this country depends upon the Civil Service. I say that men of the greatest ability in the Civil Service, some of whom have come under my attention in my own department, have, on account of the criticism which is offered from time to time with regard to salaries which outside would be considered entirely inadequate for the duties they perform, been prevented from being dealt with justly by Governments and by Parliament. I say that, and as far as the Finance Department is concerned, why should men who have carried on the duties they have performed since this war has broken out be paid half the amount or less than they would receive if they were working with financial institutions doing the same kind of work? There

is a comradeship between myself and the officials of my department, and I have the highest possible respect for them as they have for me. So far from being over-paid, those occupying the most important positions are substantially underpaid, and it is a marvel to me that men such as those that I have in mind are content to remain in the Service and to discharge so faithfully as they do the duties imposed upon them, having regard to the salaries they are paid. So far as I am concerned, I say that those salaries instead of being too high, are decidedly too low."

Mr. Pugsley, in reply, joined in praise of the Civil Service. He said:

"My hon. friend the Minister of Finance speaks of the work that has been done; and I am willing to recognize the importance of it, and the splendid way in which it has been done; I am willing to join in testimony to the officials of the Finance Department for their energy, capability, and devotion to duty. But I desire, also, to say to the Dominion Government and the people of Canada that they ought to be proud of the Civil Service at Ottawa in all departments, and I have had occasion to know the way in which they perform their duties. I say that in all the departments the Government and people of this country are getting splendid service at, in most instances, a very low remuneration for the duties which are performed by the Civil Service."

He insisted that he had not found fault with the salaries paid, and added:

"It is because I think there ought to be certain general rules which should apply to all the departments, and the Civil Service Act having been brought into operation to prevent discrimination taking place, to prevent favoritism, and to have one rule which should govern government promotions and increases in salaries in all departments,—it is because of all these things that I have said that the Minister is violating the spirit of the Act, and that I have been endeavouring to criticize him in what I trust has not been in an offensive manner, but simply a manner that might be calculated to draw his attention to the undesirability of discriminating in this way and to stop such a course being followed in the future."

Hon. Rodolphe Lemieux, former Postmaster General, spoke, in part, as follows:

"I have always shown my sympathy with the Civil Service in a practical way, because I know many of the civil servants; and while I do not begrudge the increases which have been given in the cases mentioned by the Minister of Finance, and

whilst I also bear tribute to the officials whose salaries have been increased, I can not, however, help thinking that something should be done for another class of civil servants. On different occasions, since the beginning of this Parliament in 1911, the question of increasing the salaries of the lower officials has been mooted in this House. The House will remember that in 1913 the question came up before us and that a Bill was to be introduced by which the messengers, letter carriers and third class officials of the Civil Service were to have their salaries increased. I understand that with the war breaking out and with the heavy expenditure entailed thereby, the Government have found it difficult, if not impossible, to implement the promise that was made then; but with the buoyant revenue and with the liberalities, the largesses, that have been made in favour of some, indeed of many of the higher officials, it seems to me that the Government should, not later than this session, increase the pittance which the messengers, charwomen, letter carriers, and, generally speaking, the third class officials in the various departments of the Government receive. I need not say that in the present high cost of living, it is simply impossible for the messengers, letter carriers and others to live. Not a day elapses that I do not receive letters and petitions disclosing a state of things which should not be continued if the Government can prevent it. With the present price of the necessities of life, the price of food, the price of clothing, it seems to me that the Government should not hesitate, and that at this session a Bill should be introduced to give to those poor civil servants the increases to which they are entitled. I hope that before the committee adjourns we shall have a declaration on the part of the Government of their policy on this subject."

The last to speak in the debate was Mr. W. F. Maclean, famous not only as an M.P. with ideas, but also as editor of the Toronto "World." He also spoke a word for the Service. Referring to Mr. Lemieux's remarks, he said:

"I have a great deal of sympathy with what the previous speaker has said about increasing the pay of the lower grades of the Civil Service, especially as regards making it operative in the case of the Outside Service as well as the Inside Service. I believe that none are more worthy of recognition than the letter carriers and the carriers on the rural mail routes throughout the country, and now that the Minister of Finance has somewhat loosened the bag in connection with his own department I hope that his generosity will extend to the other depart-

ments, with a view particularly to increasing the salaries of the lower grade officials."



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DEPARTMENT OF THE NAVAL
SERVICE.

ROYAL NAVAL COLLEGE OF CANADA.

ANUAL examinations for entry of Naval Cadets into this College are held at the examination centres of the Civil Service Commission in May each year, successful candidates joining the College on or about the 1st August following the examination.

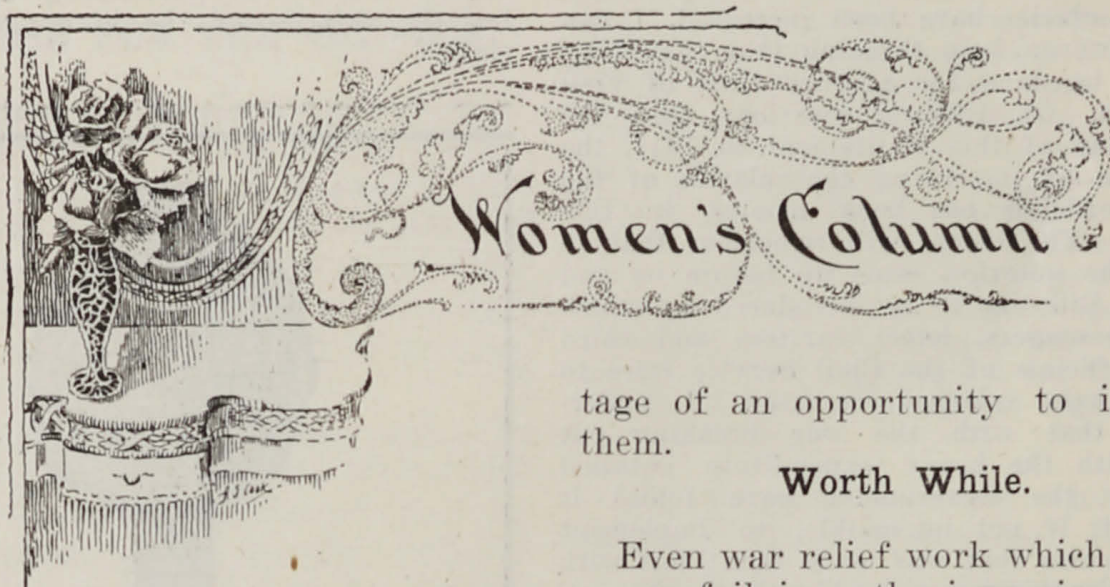
Applications for entry are received up to the 15th April by the Secretary, Civil Service Commission, Ottawa, from whom blank entry forms can be obtained.

Candidates for examination must have passed their fourteenth birthday, and not reached their sixteenth birthday, on the 1st July following the examination.

Further details can be obtained on application to G. J. Desbarats, C.M.G., Deputy Minister of the Naval Service, Department of the Naval Service, Ottawa.

G. J. DESBARATS,
Deputy Minister of the Naval Service.
Department of the Naval Service,
Ottawa, March 12, 1917.

Unauthorized publication of this advertisement will not be paid for.



A Fresh Start.

Already plans are forming for autumn war work, especially along Red Cross lines. The Canadian Club has kindly consented to allow the Women's Branch to use its rooms and machines again this year, and it is hoped that after the August holiday work will start with renewed vigor and enthusiasm.

FRIDAY, SEPTEMBER 7th, has been chosen by the committee to start work. All civil servants who can possibly spare an evening are asked to come and assist in some way.

The President of the Women's Branch will take charge of the tea arrangements for that day. Something more substantial than afternoon tea will be served at five-thirty to Civil Service workers and the charge will be 10c. Non-workers and the general public will be charged 15c for afternoon tea.

Miss Reynolds, who has this branch of the Red Cross in charge, will deem it a favour if prospective workers will send their names to her.

All who worked last year are wanted and many more. If you haven't taken an interest in this branch of work, September 7th will be a good day to commence.

The need for Red Cross supplies is greater than ever, the accommodation at 270 Cooper street for making them is excellent, so let us all take advan-

tage of an opportunity to increase them.

Worth While.

Even war relief work which should never fail in enthusiasm is apt to grow monotonous and one is prone to question if such and such a branch of it is worth while.

The writer had an admirable answer to that query just a few days ago when she had the privilege of reading a number of letters from Canadians in hospitals sent in reply to those sent out by the correspondence committee of the Women's Branch.

These replies were replete with grateful appreciation of the work which the Women's Branch, together with the Women's Canadian Club, is endeavoring to accomplish. In many cases the writer asked for comforts, while some asked for letters, and others that their relatives be written to.

For the benefit of our readers who may not know of this work, it may be well to say that this correspondence is conducted by the Women's Branch and financed by the Canadian Club. When parcels are to be sent they are supplied by the larger club.

Last year about sixty thousand letters were sent out and this year already over nine thousand have found their way to Canadian wounded. It is estimated that each week from seventy-five to one hundred answers come in.

Miss Jessie Parmelee, who is in charge of the work, and her efficient committee feel themselves amply repaid for their labour in the evident appreciation of the men and in the

privilege of helping many who otherwise would not be reached.

No. 2 Canadian General Hospital.

Word has been received from Nursing Sister M. M. Campbell at No. 2 Canadian General Hospital that the twenty-five dollars voted by the Advisory Board had been received and would be used to purchase fruit for extreme cases in her ward. Miss Campbell's letter expresses the thanks of the "badly wounded boys."

GROWING RAPIDLY.

During the first seven months of the present year the Civil Service Mutual Benefit Society added fifty-one new members to its roll and lost only three by death,—one of the latter, Lieut. R. H. L. Uglow, being killed in action. The net membership is now six hundred and five, the increase in the seven months amounting to more than nine per cent.

USEFUL DISEASE.

To a native of a certain section of the southwest that is well known for its malarial tendencies a St. Louis travelling man said:

"I notice that there is a great deal of ague hereabout."

"Yes," was the laconic response.

"That's a great drawback. It unfits a man entirely for work, doesn't it?"

"Generally it does," said the other. "Still, here on my farm, when my man John has a right hard fit of the shakes we fastens the churn-dasher to him, and, stranger, he brings the butter inside of fifteen minutes."

Because parliament was in session each member of the Ottawa clerical service has done about ten days' more work than is usual during June, July and August. No one is kicking. That's part of our "bit."



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EFFICIENCY.

Apropos of the everlasting clamor about "inefficiency" in the Civil Service, the following paragraph from the Journal of Forestry (the only monthly on this continent devoted entirely to the profession of forestry) is of interest:

In the discussions of efficiency it is a common experience that greater efficiency is claimed for private business as compared with government business. In this connection the following extract of a letter is significant, which comes from one of the brightest and most efficient foresters on this continent, the most successful organizer of a forest service, who changed into private employ with a large operating company,—

Describing the character of the work he is doing, he continues: "The greatest surprise to me is the extraordinary difference in response one receives from an industrial organization and from a forestry organization. The latter I found immeasurably superior in initiative, interest, incentive resource and application to their jobs. The class of tools one has to work with in industrial work is a discouragement."

Win the war.

Waste no bread.

Personals.**Appointments.**

Agriculture Dept.—Chas. B. Gooderham, Div. 2B at \$1,300; J. W. Mitchell, Supervisor under Agricultural Instruction Act at \$2,800; Helen K. Living, Div. 3B; Mabel Kenny, Div. 3B; Daisy S. Warner, Div. 3B.

Customs Dept.—Jas. S. Henderson, collector, Parrsboro; J. W. Y. Jarvis, preventive officer, Vancouver; F. T. Lister, collector, McAdam Jet.; H. N. P. Ainey, prev. officer, Montreal; Chas. L. Grey, sr. clerk, Toronto.

External Affairs—Edith Turriff, Div. 3B; May G. Mahoney, Div. 3B.

Indian Affairs—William Scott, messenger.

Inland Revenue—J. R. Seguin, messenger; Cyprien Breton, Div. 2B at \$1,200; John A. Gunton, Div. 2B at \$1,300; Ossian G. Lye, Div. 2B at \$1,300; George E. Grat-tan, Div. 2B at \$1,300; George H. Brother, Div. 2A; Saint Foye Belleau, prev. officer, Quebec; Jean B. E. Poirier, prev. officer, Quebec; Wm. J. Halley, prev. officer, Toronto; Hugh Boyle, prev. officer, London; J. Alfred Masson, prev. officer, Montreal; Wm. C. Marshall, dpy. coll., Cranbrook; John D. Johnson, prev. officer, Winnipeg.

Insurance Dept.—Rheta D. Duhamel, Div. 3B.

Interior Dept.—Theo Hamel, colonization officer.

Labour Dept.—Nora E. O'Brien, Div. 2B.

Library of Parliament—Joseph L. Parr, Div. 2B.

Naval Service—Maisie A. McCann, Div. 3B; U. S. Hicks, Div. 3B; Eleanor D. Reid, Div. 3B; Mrs. M. M. Cummings, Div. 3B.

Post Office Dept.—Helen Paradis, Sam. Levin, Gordon L. Thompson, Emma L. Hudon and Anna Fairbanks, sorters; E. D. Bartlett, messenger; H. W. Woods, inspector, St. John; W. F. Grant, asst. inspector, Vancouver; Geo. Martin, 3rd class, Que-

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bec; Miss Olive Lowry, money order exchange Office, Grade "B"; Chas. Thomas, Regina, Grade "B"; Jos. H. Hill, Regina, Grade "B"; Frank Carter, Saskatoon, Grade "B"; Chas. York Hill, Winnipeg, Grade "B."

Public Works—Thos. G. Bell, Div. 2B at \$1,300; B. M. Calder, Div. 3B.

Supreme Court—Armand Grenier to Div.

Trade and Commerce—Bessie I. I. MacFadden, Div. 3B; Ella M. Beaton, Div. 3B; Joseph A. Dupont, Div. 2B.

Promotions.

Archives Dept.—Geo. E. Shortt to Div. 2A; J. F. Kenney to Div. 1B.

External Affairs—Wm. White to Div. 3A.

Finance—Miss E. S. Fetterley, Miss C. E. Brodie, Miss S. G. Shore, Miss G. Shearman, Miss D. G. M. oughran, Miss J. Cameron to Div. 3A; L. B. Cohoon, J. G. Macfarlane, G. J. Artz to Div. 1B; G. L. Gullett, B. G. McIntyre to Div. 2A.

Governor General's Office—J. R. M. Walker to 2A.

Inland Revenue—Alex. Blythe to district inspector, Toronto; Frank J. Casey to first class, St. John.

Interior—J. F. Renault to Div. 3A; Alice A. Story to Div. 3A; W. J. L. Turner to Div. 3A.

Justice—Chas. P. Plaxton to Div. 1B.

Marine and Fisheries—J. R. O'Malley to Div. 3A; Winnie Fairweather to Div. 3A.

Militia and Defence—Maude Burke to Div. 3A; Frank Beard to Div. 1A; A. E. Watterson to Div. 1B; H. E. Maple to Div. 2A.

Mines Dept.—A. H. A. Robinson to Div. 1B.

Post Office Dept.—W. H. Weston to Class 2A; Jos. A. Edkins, Winnipeg, to Class 1B; J. James Jones, Montreal, to Class 2A; John Hunter, Winnipeg, to Class 2B; L. B. C. Phair, Fredericton, to Class 2B; A. J. Marie Lemieux, Montreal, to Class 2A; Miss Ivy A. Knox, Toronto, to Class 2B; F. Argue, Regina, to Class 1B; Alfred H. Carter, Galt, to Class B; Maurice Lee Devane, Vancouver, to Class 2A; Ernest Trottier, Montreal, to Class 3A; Geo. Bruchesi, Montreal, to Class 3A; George E. McKay, J. W. Chamberland and Mrs. M. P. Fiset, Quebec, to 3A; R. S. Cox, A. Osovsky, F. R. Sutton, A. Y. Anderson, F. J. Perry, T. A. W. Irle, S. Newton, H. N. Phillips, Jas. Johnston, W. H. Saunders, J. L. Parsons, C. J. Irlam, R. E. McLeod, J. E. Morton, C. Pettypiece, H. A. Pinniger, F. H. iFeld, H. A. Lonsdale and Jno. Cuthbert, Winnipeg, to 2A; Joseph N. Larue, Ottawa, to 1B; Arthur P. Fillman, Ottawa, to 2A; Joseph Thos. Brown, Ottawa, to 3A; Camille Desfosses, Montreal, to 2B; Mrs. L. D. Davison, Halifax, to 2A;

H. G. Ganly and W. Murdock, Winnipeg, to 2A; Herbert D. R. Stewart, Calgary, to 1A; Frank J. Hauser, Moose Jaw, to 2A; C. A. Bunt, Kingston, to 1A; H. L. Cheney, H. Holden, F. E. Gully, S. C. Cunningham and G. J. Scott, Calgary, to 2A; J. B. O. Gravel, G. de Serres, Ernest Maynard, Ubald Bessette, Raoul Martineau, Hubert Monette, A. Desgroselliers, Alfred Arel, E. Papineau, Eva Desnoyers, Emmanuel Filion, Lucien Gervais, Ant. Vigneault, Edouard Lamarche, J. Ant. Lepage, J. R. Gibeault, E. A. Robert, Wilfred Mayer, E. Chevrefils, Vilmer Lacharite, Charlotte Hubert, J. A. Gendron, A. Weilbronner, J. E. Lafontaine, Em. Prudhomme, Henri Prieur, J. B. Paquet, L. J. Beauchemin, F. Metras and Donat Grenier, Montreal, to 3A; Y. Pouget, Ottawa, to 1B.

Public Works—Frank W. Ross to Div. 2A.

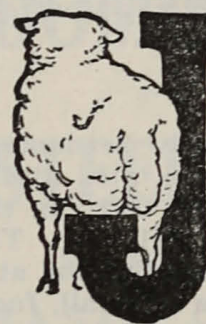
Railways and Canals—J. W. Pugsley to Div. 1A; A. H. Mathie to Div. 3A; W. J. Greenway to Div. 3A.

Supreme Court—G. Matte to Div. 2A.

Resignations.

Agriculture Dept.—Florence M. Westman, Div. 3B.

Customs Dept.—A. D. Carleton, messenger; W. Barr, prev. officer, Manitoba; Eli Joseph, prev. officer, Montreal; T. V. Malpaas, prev. officer, Nanaimo; E. G.



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Militia and Defence—Mary A. McLean, Div. 3B.

Post Office Dept.—Eugene Delage, messenger; Henry M. Richardson, sorter; Blanche Turcot, Div. 3B; L. J. H. Tasse, messenger; R. J. A. Fair, Div. 2B; R. B. Whalley, sorter.

Public Works—R. J. Dawson, Div. 2A.

Railways and Canals—R. S. Raby, Div. 2B.

Superannuations.

Marshall Macauley, letter carrier, St. John.

Geo. Rennie, asst. inspector of gas, London.

John K. Barrett, inspector of malt houses.

W. F. Miller, inspector, Inland Revenue, Toronto.

W. H. Eagleson, Div. 2A, Post Office Dept., Toronto.

Margt. W. Nesbitt, Class 3A, Windsor Post Office.

Arthur C. James, asst. P. O. inspector, Winnipeg.

H. B. Rousseau, R. M. clerk, Quebec.

P. E. Lane, Class 2A, Quebec Post Office.

Ulrich Vezina, Class 1A, Quebec Post Office.

Albert H. Evans, R. M. clerk, Montreal.

Obituary.

Fred. C. Chittick, formerly accountant in Department of Agriculture, died at the home of his parents, London, Ont., on the 18th inst., after a lingering illness. The late Mr. Chittick was a well known athlete, figuring prominently in baseball, foot-running, hockey, football, boxing and bicycling. He was well known in fraternal organizations, and a member of the Civil Service Association.

C. R. Bell, collector of customs at Wolfville, N.S., died suddenly on the 22nd inst. One son, J. Philip Bell, is in the Justice Department.

James B. Steacy, of the Government Printing Bureau, died on the 23rd inst., aged 48 years.

William Melrose, of the Printing Bureau, died last week, aged 63 years. He had enlisted twice for overseas service, only to be rejected before the units he was in left Canada.

Sara Mansfield, wife of T. J. Rothwell, died on August 22nd.

Elizabeth Fitzgerald, sister of William Fitzgerald, formerly Superintendent of Insurance, died in London, Ont., on August 21st.

IN DESPATCHES.

Battery Sergeant-Major J. C. Cowan, mentioned in recent despatches of the Commander-in-Chief, belongs to the staff of the Dominion Lands Branch, Dept. of the Interior.

CIVIL SERVICE GEOMETRY.

Definitions and Axioms.

All Governments are the same Government.

Servants in the same class and grade are equal to one another.

An Appeal is a circle—that is, a figure of speech bounded by procedure, every point of which is equally distant from a settlement.

A Wry Tangle is the financial state of two straight people who are inclined to pay their tradesmen's bills on less than £204 a year.

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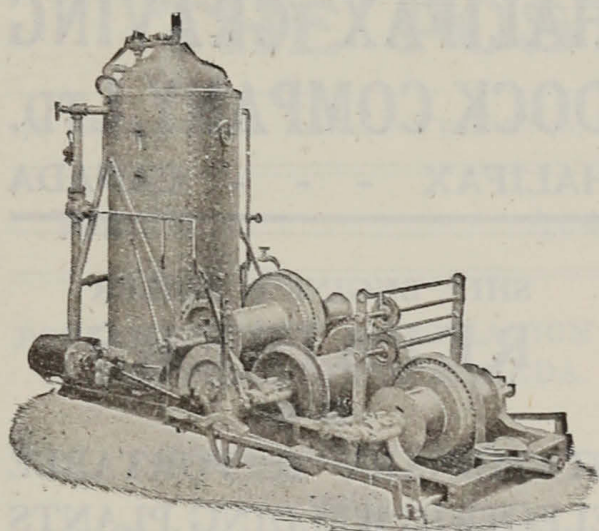
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VOL. II.

AUGUST 31, 1917.

No. 24

POSTAL CLERKS' ASSOCIATION OF THE DOMINION OF CANADA.

Supplementary Agenda.

40. That the question of affiliation with the Rural Postmasters' Association be taken up by this Convention. (9).

41. Recommendation to the Department,—"That no registered matter be accepted which does not bear a complete address; either street and number, P. O. box number, or general delivery. (10).

42. That the Department be asked to make it compulsory for business firms to deliver first class mail direct to a post office when mailing eighteen or more letters at one time. (11).

43. Resolved, that the question of increased remuneration for clerks in charge of branches be added to the Agenda. (12).

44. That this Convention protest strongly against any attempt which may be made to deprive civil servants of the franchise. (9).

45. That the Convention urge upon the Government that, in the matter of future permanent appointments the appointment of all duly qualified senior temporary clerks take precedence over all other appointments. (13).

46. That the Department be requested to prohibit the use of so called "window envelopes." (13).

47. That this Convention believes that the time is opportune for all Postal Associations in the Dominion to get together upon all and any matters of interest to the entire Outside Postal Service. It therefore instructs the incoming Executive to make every endeavour toward attaining this and by urging all Postal Associations within the Dominion and which are classified as part of the Outside Service to form some board or standing committee to which all questions affecting the Outside Postal Service as a whole may be referred, and from which all action deemed necessary or advisable may be taken. (10).

48. Resolved, that the Convention go on record as being strongly opposed to the discrimination as shown by the recent Or-

der in Council, notifying that on and after May 29th, 1917, no member of the Civil Service be granted leave with pay, or part pay, for active service. That we are strongly opposed to the division into three classes, viz.: those receiving full pay, those receiving part pay, and those enlisting either voluntary or under conscription after the 29th day of May, 1917, who are to receive no pay nor have position reserved for them. Also, that attention be drawn to the fact that this ruling was dated back about ten days. (10).

49. That this Convention devise some method of keeping all branches acquainted with the work of the Executive, either monthly or quarterly, and arrange for the publication of correspondence between the Association and the Department on all matters of general interest. (14).

50. That the question of allowing past delegates to attend all Conventions at their own expense be considered by this Convention. (14).

51. That this Convention request the Department to define how the net revenue of a semi-staff office is arrived at under the present conditions. (14).

52. That this Convention take up the question of the employment of women in city post offices and protest against women being placed on the permanent staff, believing that all vacancies should be kept for returned soldiers. (2).

53. That the Convention be asked to consider the feasibility of running a Postal Magazine, devoted exclusively to the interests of post office employees throughout the Dominion. Believing that the space allotted the "Postal Journal" in *The Civilian*, under present arrangements, is entirely inadequate, and believing that a scheme could be worked out whereby this Association could share space in a magazine, such as described above, in proportion to paid up subscribers, with the Federated Association of Letter Carriers and the Railway Mail Clerks' Association; therefore, this Convention instructs the Executive to approach these organizations with this object in view, and gives them full power to act in this matter according to the best interests of this Association. (15).

54. This Association having in the past received many enquiries for membership and due cards, the Convention be asked to consider the advisability of having cards

printed, such cards to be issued from headquarters and used by all branches, and that one be supplied to every member of this Association. (15).

Balance Sheet, 1916-1917.

RECEIPTS.

EXPENSES.

Balance brought forward—	
Cash in bank \$	474 91
Secretary	32 25
Treasurer	10 28
	<u>517 44</u>
Per capita tax—	
1915-1916.	
Saskatoon	19 50
	<u>19 50</u>
1916-1917.	
Sarnia	4 50
Owen Sound	5 25
Pt. Arthur (bal.).	1 00
Niagara Falls	6 00
Regina	28 50
Fort William	11 25
Kingston	8 25
Brantford	10 50
Fredericton	7 50
Vancouver	56 25
Saskatoon	19 50
New Westminster.	4 50
Winnipeg	101 25
Edmonton	20 25
Prince Albert	6 00
Brandon	4 50
Lethbridge	5 25
Calgary... ..	39 69
St. Catharines ...	1 25
Moose Jaw	15 00
Victoria.. ..	26 25
Sydney	4 50
	<u>386 94</u>
1917-1918.	
St. Thomas	5 25
Kingston	8 25
Brantford	9 75
St. Catharines ...	3 75
	<u>27 00</u>
Sale of stationery	34 07
Sale of buttons	20 90
Sale of Constitutions	4 30
Donation from Brantford	15 00
Refund, Whitehead & Hoag...	14
Mimeograph work done	1 00
Interest on bank ac.	3 11
	<u>27 00</u>
Total	\$1,029 40

Certified to be correct.

Convention expenses (1916)—	
President \$	98 55
Secretary	30 00
Treasurer	46 25
	<u>174 80</u>
Assistance to branches—	
Medicine Hat	15 00
Lethbridge	25 00
Port Arthur.....	30 00
	<u>70 00</u>
Stationery	70 00
Mimeograph supplies	7 10
Printing	4 50
Postage (incomplete)	20 70
"Postal Journal" expenses....	28 97
General—	
Miscellaneous... ..	4 19
Telegrams	8 36
Floral emblem ...	20 00
	<u>33 05</u>
Buttons—	
Whitehead & Hoag	44 60
Customs charges..	18 70
	<u>63 30</u>
Delegation to Ottawa—	
President	128 00
Sec.-Treasurer	110 00
	<u>238 00</u>
Balance, May 31st, 1917—	
Cash in bank	270 50
Cash on hand	74 93
	<u>345 43</u>
Total	\$1,029 40

(Sgd.) E. SIMMS,
(Sgd.) H. HOLDEN,
Auditors.

R. M. S. CONVENTION.

We extend the hand of good-fellowship and fraternity to the Railway Mail Clerks' Federation, which holds its convention in the city of Ottawa during the second week in September. The Federation became a

Dominion-wide reality in January this year at a meeting in Winnipeg. The Federation has made good progress since that time in the way of organization. We sincerely trust that the work of the convention will be productive of good in every way.

ECONOMIC FACTS.

Labour economists tell us that there are two kinds of wages: real and nominal; the necessities of life are the real wages; our pay cheques are the nominal or money wages. In other words, our salaries, or wages, are, on the average, based upon the cost of subsistence; sometimes they are slightly—very slightly—higher, and so make a bank balance possible, and sometimes they are lower—much lower—making self-denial imperative. There is every reason, and many facts, to accept this theory of salaries or wages. Employees in nearly every branch of industry made demands, in recent months, for substantial increases in wages on the ground that the purchasing power of their wages had declined, and were insufficient to obtain the necessities of life prescribed by social standing. Employers, generally, looked the facts squarely in the face and granted the demands in accordance with this economic theory. But there is a class of workers still waiting—though the demand has long since been made—for an increase in money wages to counterbalance the increase in real wages. This class is composed of a large number of civil servants, faithful and diligent in their duties, reasonable and diplomatic in their demands, and possessed of temperamental endurance worthy of commendation. At this writing we postal clerks are still waiting for the long promised addition to our salaries to become a joyous reality.

But we are getting a little nearer. The delegation that recently interviewed the Cabinet in our behalf did good work and rendered us invaluable service—in the nick of time. The necessity for aid on account of the higher cost of living was presented to the Ministers in no uncertain way. The semi-staff office question was dealt with in splendid fashion, it being particularly pointed out that an order-in-council could sweep away this injustice to men and efficiency. Whatever success or failure accrues from the efforts of the delegation, there remains the duty of each and every member to concentrate interest and energy in the Postal Clerks' Association of the Dominion of Canada.

We hope to be able to publish the Convention report in its entirety in the next issue of the "Postal Journal." In order to intelligently read the report, it will be necessary to carefully peruse the Supplementary Agenda appearing in this issue.

BRANCH NOTES.**Saskatoon.**

Perhaps you have heard that S. W. Foster of Saskatoon is Organizing Secretary for the Association. If not, you know now. Tickled! we have not been so tickled about anything since the P. O. A. F. C. carried off the championship and the sil-

verware. At the last branch meeting the Secretary presented his report on the Convention, which was received with the liveliest satisfaction. Several interesting discussions developed during the evening, in one of which the Treasurer called the V.P. (in the chair) to order for referring to Mr. Wallace, and Tommy Hallett was also "named" for again discussing case exams. It was a warm evening; so much so that the windows had to be opened wide. The resignation of the President was regretfully accepted. The Postmaster was thanked for his courtesy in allowing us the use of the long room for our meeting, an act of consideration which will be better understood when we say that in the old room in the basement one had the feeling of being at the bottom of a well—with the lid shut on the subject of the meeting. More anon.

Winnipeg.

Since the excitement of Convention subsided this branch has been meandering along the "cool, sequestered"—rather, it would be, if only that "bonus," the delay of which is a positive menace to the state of one's nerves, alternating between those hot and cold spells as "hope" continues to ebb and flow with every whisper that breathes the word. But, sure it springs eternal—that is, Hope. We may sympathize—but what's the good. "Pat" simply can't sleep a' nights, Louis' gone to the harvest, and we're all going again to Kildonan—not Selkirk—to picnic.

Well, we did have a good time, in spite of all the adverse circumstances we had to contend with. Our prizes were great, our tea fine, our ladies charming, our weather beautiful. The best thanks of the branch are coming to the committee who did their utmost to give the boys, their wives and kiddies the best possible.

That delegation, we feel sure, did a lot of real good work—but that was easy for the case was strong. Now, we want those three big questions settled, i.e., "Bonus," "Semi-staff" and "Qualifying," while we proceed to show the Department how to make the service 100 per cent efficient. Presumption?—not at all.

That was cheering news imparted to our Secretary, that at last we are to see the finish of the "Basement" question,—and this, we understand, does not apply only to Winnipeg. That's almost too good to be true, but it will pay the Department, and thye are to be commended on their early recognition of the fact.

So, at last the "Supplementaries" are tabled—and the fervent prayer is on every lip that the result will be very many better stocked tables throughout the homes of the postal servants of the Dominion—and there's lots of room!

Now, if only we had that "Journal" of ours—we've so much to say! S. H. T.

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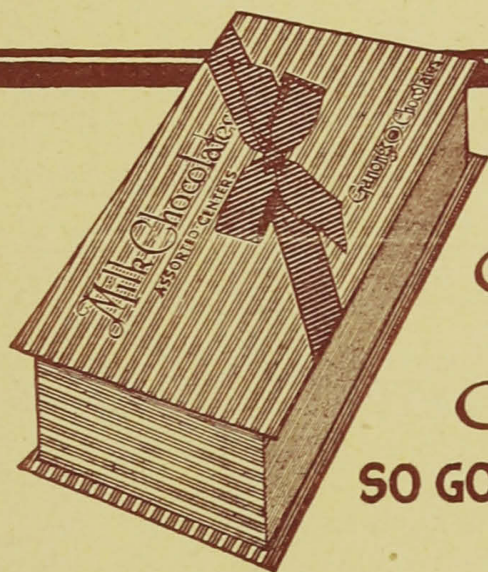
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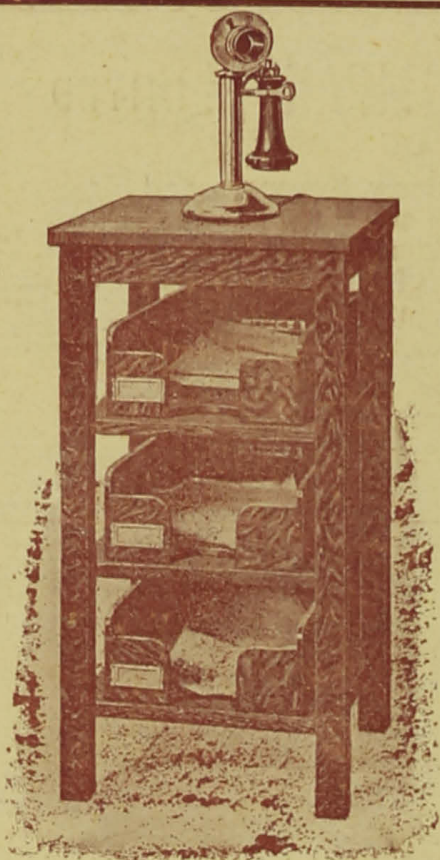
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